79-2395

Executive Registry
79-1684

18 July 1979

MEMORANDUM FOR: Deputy Director for Administration
Deputy Director for Operations
Deputy Director for Science and Technology
Deputy Director for National Foreign Assessment

FROM   : Deputy Director of Central Intelligence

SUBJECT   : CIA Goals Program--FY 80

Attached is a draft memorandum/schedule on. the next CIA Goals Program sessions. Would you please review it and give me your reaction ASAP. DDCI has seen and ok'ed the draft. Any suggestions, comments, revisions before I put in final for DDCI signature?

25X1

Attachment

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area of responsibility during this next year that you wish to discuss

with me. Please assure that the following are included in those Goals.

DDA: a. Personnel

         ° Progress toward implementing [ ] report   25X1

         ° Reform of CS System and effect on Agency

         ° Progress on EEO plan and uniform guidelines (with O/EEO)

    b. Training

         ° Progress/plans on Language Improvement Program

         ° Progress/plans on Executive Development and Training

    c. Information Handling Project

    d. Internal Security Progress

DDO: ° [ ]   25X1

        ° Protecting Sources and Methods

        ° Implementation [ ]   25X1

        ° Review of Progress in selected/Priority Countries

        ° Personnel Management:

           ° Progress in DDO Personnel System on Assignments, EEO,

             Overseas Allowances (with DDA, Married Couples Overseas

             (with DDA), CT Training, Language Improvement (with

             (Training)

DDS&T: ° FY-80 Agency-wide R&D Plan

        ° Covert Communications (with DDO)

        ° Progress on Improved [ ]   25X1

DDNFA: ° Goals and Progre-s Toward Improving Quality in FY-80

        ° Improving NFAC Personnel Management

          ° Recruitment, Training and Development, Overseas Assign-

            ments (with DDO), Language Improvement (with DDA), Progress/

            Plans for Senior Intelligence Analysts Program

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4. As in the past, I would like many, if not all, of your division chiefs to participate in these meetings. Each of you, and the Comptroller, are invited to attend each others' sessions. If you cannot attend, a principal alternate who can speak for you should attend.

                                        Frank C. Carlucci

cc: Comptroller

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DRAFT,

CONFIDENTIAL   DDA 79-2395/_

MEMORANDUM FOR: Special Assistant to Deputy Director
                   of Central Intelligence

FROM: Don I. Wortman
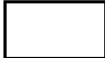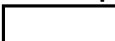   Deputy Director for Administration

SUBJECT: CIA Goals Program--FY 80

REFERENCE: Your memo to DDs dtd 18 Jul 79, same subj
                   (ER 79-1684)

25X1   [   ]

    Your proposed schedule for the first of the 1980 Goals

session seems okay for planning purposes. I would think the

first session might be productively used for dialogue to bring

the goals for the coming year more sharply into focus and per-

haps discuss some that might be added later in the year. I don't

think we need to have all goals we might want to track during

the year on the platter at the first session. (U)

    Frank has said that he wants the [   ] Report included in   25X1

the goals for 1980, but we are still trying to decide and define

how this might be addressed most appropriately. Some of the

recommendations have already been implemented, some are in the

process of implementation, and some can be handled in the normal

short term-term processes of management. Some of the recommenda-

tions, however, are longer term and require some executive

planning before they can be implemented, perhaps in some form

different from the precise statements in the Report. The

Director of Personnel is still analyzing the [   ] recommendations. 25X1

DERIVATIVE CL BY _____
☐ DECL ☐ REVW ON _____
DERIVED FROM _____

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We expect this analysis may lead to the formulation of more than one goal of interest to the DDCI. The first session in September might be used to discuss and refine these goals and chart the course for their future tracking. (U)

3. We have a task force working on the implementation of a Senior Executive Service, and we are trying to determine whether, and how, other parts of the Civil Service reform can be applied in the Agency. We are still not in a position to know exactly what our goals are with respect to the adoption of the various Civil Service reform ramifications. We may be in a better position in September to know what our goals should be, but you may want to consider whether it wouldn't be more appropriate to bring this subject into the program later in the year. (U)

4. The EEO plan and guidelines is another subject that might be considered later in the year. We may find that it really isn't appropriate for DDCI tracking. (L)

5. We will formulate an appropriate goal for the Language Improvement Program and be prepared to discuss it in September. (U)

6. A goal for Executive Development and Training also seems appropriate for a joint effort by the Offices of Training and Personnel, and we will suggest what we consider to be an appropriate formulation. (U)

- 2. -

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7.   The Information Handling project is getting organized and starting to move forward. This and some of the other goals

25X1 suggested, relating to [____] in particular, have been of interest and reported to the Executive Committee. While the participation in the DDCI Goals sessions is similar to participation in the EXCOM-sessions, it is not precisely the same. Staff support to the two groups is quite different, and carrying some items as DDCI Goals while they are at the same time agenda items for the EXCOM has a potential for some confusion and overlapping if not in the reporting, at least in the staff support. Some guidance on how to deal with this would be helpful. (U)

8.   If the item you suggest as "Internal Security Progress" refers to the recommendations of the Security Task Force growing

25X1 out of the [_____] I am not sure I understand what you have in mind as a goal. Many of the recommendations in the report of the Task Force have already been implemented; some have

25X1 been incorporated [_____] work; and others are to be dealt with as a part of the Information Handling Study. I don't believe we can treat these as separately identifiable goals. If you have something else in mind, we will try to deal with it. (C)

9.   The items you have suggested for the DDO under "Personnel Management" deal with current managerial problems and issues. In these cases, we are seeking current solutions rather than pursuing definable goals, and I suggest that these may not be appropriate for DDCI tracking. (U)

- 3 -

SUBJECT: CIA Goals Program - FY 80

9. Two of the 1979 Goals will carry over into 1980.
They are:

4-79	Support to DDO Overseas Installations	Finance
7-79	The Alcohol Program	Medical Services

10. Finally, we are considering the desirability and feasibility of establishing a goal for the Agency Safety Program. This requires some further thought and may be one of those suitable for introduction later in the year.

Don I. Wortman